SOFTHEON

Software Engineer I - Membership

Remote · Software Engineering · Full time

Pittsburgh, Pennsylvania, United States
Charlotte, North Carolina, United States
Philadelphia, Pennsylvania, United States
Baltimore, Maryland, United States
Jacksonville, Florida, United States

OVERVIEW   APPLICATION

Description

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About Us:

Join us in revolutionizing healthcare! We build software that simplifies the process of choosing the right health insurance for individuals. Our solutions help our health plan and government customers with the administration, reporting, and operational requirements of their plans. By tackling the complexities of enrollment, administration, renewal, billing, and more, we enable our customers and partners to concentrate on advancing their core missions.

Our Company Culture:

Our culture is built on collaboration, innovation, and appreciation. We value each employee's unique talents and contributions and understand that every individual plays a critical role in our mission to transform healthcare. Every day, we celebrate our team's dedication, creativity, and expertise, which drive us closer to our goals.

At Softheon, Our Mission is powering growth to make healthcare more productive, intelligent, and successful. Our Vision is Making healthcare affordable, accessible, and plentiful for every American.

About the Role:

As a Software Engineer I at Softheon, you'll embark on a journey to develop innovative healthcare software solutions, contributing to projects that have a real impact on the industry. In this role, you'll apply your technical skills and creativity to solve challenging problems, learn from experienced team members, and grow as a key contributor to our mission of transforming healthcare through technology.

Requirements

Technical Excellence:

- Code Development: Write clean, maintainable code using .NET and/or Angular for healthcare applications, under the guidance of senior engineers.

- Problem Solving: Tackle moderately complex coding issues, considering a variety of factors to come to a reasoned solution within established practices and guidelines.

- Analysis and Reporting: Provide initial analyses and reports on software issues and participate in documentation creation for peer review.

- Adaptability: Adapt and enhance existing software systems and contribute to continuous improvement initiatives within the team.

Professional Growth:

- Learning and Growth: Actively learn from more complex examples and apply basic engineering principles to everyday coding challenges.

- Professional Development: Continuously develop technical expertise and knowledge of company policies and procedures to resolve various challenges.

Collaboration and Communication:

- Collaboration: Work effectively with both internal and external teams to address software issues and contribute to transactional procedures, ensuring cooperative

problem resolution.

Talent Management

- Collaborate with the Talent team to actively engage in the hiring and recruitment process, including but not limited to participating in interviews.

- Leverage industry networks and expertise to identify and attract top talent that aligns with the company's objectives and values.

- Provide guidance and mentorship to team members within your department and across diverse functions.

- Play an integral role in shaping and reinforcing the overall company culture, promoting values that enhance teamwork, collaboration, and employee engagement.

Additional Responsibilities

- Must be available for on-call duty during peak periods, providing support outside of regular working hours as needed to ensure the timely resolution of critical issues.

- Although we work in a remote-first environment, this role requires in-person attendance at our headquarters approximately four times per year. These visits are essential for team collaboration, strategic planning, and fostering deeper connections across the organization. Travel arrangements will be supported to ensure a seamless experience.

You Have:

Education

- Bachelor's degree in computer science, Engineering, or a related field; or an advanced degree with no experience.

Experience

- 0-2 years of industry experience in software development, preferably within healthcare

technology or related fields.

Skills

- Proficiency with .NET frameworks.

- Excellent collaboration and communication skills, with the ability to work effectively in a remote team environment.

Knowledge

- A foundational understanding of software engineering principles and a willingness to learn and apply new skills.

Attributes

- Strong problem-solving abilities and analytical thinking.

Benefits

What We Offer:

Softheon offers every full-time employee a comprehensive compensation and benefits package including:

- Base Salary of $110,000-$123,000
- Work from your home company with a one-time home office stipend
- Comprehensive benefits package that includes health, vision and dental coverage for you, your spouse and dependents
- Additional benefits, including a monthly wellness stipend and internet stipend, 401K w/ a match; immediately vested, employee assistance program, disability/life insurance, and parental leave
- 15 days to discretionary PTO based on YOS
- 9 additional paid holidays
- Referral bonuses, discretionary bonus program, spot bonuses and professional development opportunities

*Please note that candidates applying for this position must reside within the United States.

Eligibility to Work in the U.S.: We are unable to sponsor or assist with visa-related

processes. Candidates must have valid work authorization to work in the U.S. without any current or future need for employer sponsorship.

Join Softheon, and together, we'll shape the future of healthcare in America.

Are you ready to make a difference? Join us at Softheon and help revolutionize healthcare for all.

At Softheon, we embrace and celebrate diversity in all its forms as an equal opportunity employer. We strongly believe that employing a diverse workforce is key to our success. Our recruitment and hiring decisions are made solely on the basis of each candidate's qualifications, experience, and skills. We highly appreciate your dedication to our shared mission of making healthcare affordable, accessible, and abundant for all. Join us in our journey towards continually building a diverse and inclusive workplace, where everyone's contributions are valued, respected, and celebrated.

Employment with Softheon is at-will, which means either the employee or Softheon may terminate the employment relationship at any time, with or without cause, and with or without notice. Nothing in this job description or in any document or statement shall be construed to constitute a guarantee of employment for a specified period of time.

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